



## OIL PATCH LOGISTICS DRUG AND ALCOHOL POLICY

Oil Patch Logistics is committed to providing a safe, healthy and secure environment for anyone involved in our operations and activities. Our work and the reputation of Oil Patch Logistics will not be compromised by the presence of individuals who are under the influence of alcohol, non-prescribed drugs, or the abuse of prescribed medication in the workplace.

Oil Patch Logistics enforce a zero tolerance policy for the use and abuse of drugs, alcohol and any other substance that would compromise safety and affect a person's fitness for duty or the reputation of the company.

This policy is designed to eliminate the risk of drug, alcohol and substance abuse and applies to all employees including senior managers and directors, contractors, sub-contractors, visitors to our sites, or anyone who is representing us.

Oil Patch Logistics reserve the right to provide evidence of drug or alcohol misuse at work to the relevant regulatory body or authority in order to help promote the safety of its staff in the work place.

### Policy Requirements:

- Employees must not be under the influence of alcohol or any other substance that would impair their ability to work safely and within the law.
- Employees are not permitted to work under the influence of drugs and alcohol – anyone suspected of being impaired due to alcohol, drugs legal or illegal or substance abuse will be removed from the workplace.
- All personnel working on an Oil Patch Logistics project may be subject to random drug and alcohol testing without prior notice.
- We shall ensure that anyone who is deemed unfit for work in line with our zero tolerance policy will be dealt with in a fair, consistent and constructive manner.
- Any person found in possession of, or with traces of illegal drugs in a blood or urine sample may be removed from the workplace and at the sole discretion of the company may be liable for dismissal.

The Managing Director endorse this policy and is committed to maintaining a safe and healthy workplace for all employees, contractors, visitors and the public.

A handwritten signature in black ink, appearing to read "Luke Myles", written over a horizontal line.

**Luke Myles**

Managing Director

Oil Patch Logistics

8<sup>th</sup> November, 2017